

Rankings of Selected CHALICE
Personnel Based on Psychological
Assessments, January and March
1961

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I INTELLECTUAL RATINGS

Comparison with General Population

(The general intellectual potential of the group compared with
national level)

25X1A9a

Lower 10%	Below Average 20%	Average 40%	Above Average 20%	Upper 10%
				X
				X
				X
				X
				X
				X
				X
				X
				X
				X
			X	

Table II

Comparison with KUBARK Case Officers
and JOT's

25X1A9a

Lower 10%	Below Average 20%	Average 40%	Above Average 20%	Upper 10%
				X
			X	
			X	
			X	
			X	
		X		
		X		
		X		
	X			

Table III

Activity level - the extent the individual maintains performance
in the face of frustration and disappointment

25X1A9a



Very Low	Low	Average	High	Very High
			X ¹	
				X
		X		
				X
	X ²			
				X
		X		
				X
			X	

1. Is able to maintain high performance, but is very prone to becoming cynical and bitter with frustration.
2. Reacts with depression in face of prolonged frustration which does tend to lower his performance.

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Table IV

Anxiety level - the extent the individual feels anxious about his performance and recognizes the need of doing better, trying harder, being concerned about the kind of impression he is making

Very Low Low Average High Very High

25X1A9a



				X ¹
		X		
			X	
	X			
				X ²
			X	
			X	
	X			
				X ³

1. He sets very high standards for himself and works very hard to maintain them. He will resent and resist attempts to "motivate", inspire or flatter him. Is very sensitive to criticism.
2. Operates best when encouraged, commended and praised, works very hard to genuinely please his superiors, but is comparatively anxious about his ability to do so.
3. Tends in the direction of being an "eager beaver". He is never quite sure he is doing all that he should and genuinely seeks advice, guidance and direction.

Table V

Work Tension Level - the extent the individual must exert psychological energy to maintain motivation, drive and interest in defined intellectual and/or perceptual-motor tasks. Need to exert effort to maintain self-discipline to learn work tasks.

Very Low Low Average High Very High

25X1A9a

				X
		X		
			X	
X ¹				
			X	
		X		
			X ³	
X ²				
		X		

1. Is very much involved in his work and needs to exert little effort to maintain interest, efficiency and productivity.
2. Learns easily and rapidly with little tension.
3. Is slowest to learn. Needs considerable effort to learn and is quite tense during learning periods.

Table VI

Social-Interpersonal Tension Level - the extent the individual must exert energy to maintain motivation, drive and interest in social-interpersonal relationships

Very Low Low Average High Very High

25X1A9a

X
X
X ¹
X ²
X
X
X ³
X
X

1. Is very interested in social relationships. Gets involved with people rather quickly but is very active in avoiding taking responsibility for others. In general, he has to use tension to avoid social-interpersonal relationships.
2. It is very difficult for him to develop and maintain interests in others.
3. He feels very insecure in interpersonal relations. He needs constant support and reassurance to keep him comfortable.

Table VII

Discipline Level - the extent the individual is capable of self-discipline as opposed to the requirement for strong external controls such as rules, regulations and restrictions. In other words, the extent an individual obeys defined rules, regulations and restrictions without strong external enforcement.

Very Low Low Average High Very High

25X1A9a

					X ¹
				X	
		X			
					X ²
				X	
					X ²
		X			
				X	
					X ³

1. Is very conscientious and works very hard to discipline himself. Has strong inclination to amend and change procedures, but controls this tendency.
2. Is very literal and precise. Can be expected to perform exactly as instructed.
3. Can be mechanically quite perfect. However, he is inclined to be anxious about whether he is correct or not. Needs frequent praise and reassurance.

Table VIII

Common Sense Level - the extent the individual is practical and concrete as opposed to theoretical and idealistic.

Very Low Low Average High Very High

25X1A9a



			X	
		X		
		X ¹		
			X	
			X	
		X ²		
		X		
			X	
				X

1. May be impulsive on occasion.

2. Has some tendency to be unrealistic.

Table IX

Emotional Level - Sensitivity, intensity of feeling, regardless of whether this is reflected in overt behavior.

Very Low Low Average High Very High

25X1A9a



				X
	X			
			X	
	X			
				X
	X			
			X	
	X			
			X	

Table X

Emotional Control - Ability to handle feelings and emotions when aroused. Temper control. Management of hostility.

Very Low Low Average High Very High

25X1A9a

			X	
		X		
		X		
			X	
			X ¹	
		X		
		X		
			X	
		X		

1. Under pressure can become quite aggressive and hostile.

Table XI

Loyalty Level - extent to which the individual is dedicated to a system of values; ideals and principles which are not vulnerable to shifting by personal loyalties. That is, the extent the individual will remain loyal to systems rather than persons.

25X1A9a



Very Low	Low	Average	High	Very High
				X
			X	
		X ¹		
				X
			X	
				X
		X ¹		
				X
				X

1. Is somewhat vulnerable to interpersonal manipulation. On occasion may be inclined to be more loyal to persons than to ideals.

Table XII

Stability Level - the extent to which the individual is not vulnerable to serious or disabling emotional disturbance.

Very Low Low Average High Very High

25X1A9a



		X		
			X	
		X		
			X	
		X		
				X
		X		
			X	
			X	

Table XIII

Leadership Potential - extent to which the individual will seek a leadership role and maintain it effectively.

Very Low Low Average High Very High

25X1A9a

					X ¹
				X	
				X	
			X ²		
				X	
			X		
				X	
					X ³

1. Has considerable drive for leadership and command responsibilities. Status and promotion more important to him than any other in the group. He thinks more in terms of career and career success than most of the others.
2. He will actually resist any situation where he has responsibility for others. Is the most self-sufficient and psychologically independent one in the group.
3. Is willing and able to take leadership and command responsibilities. However, he will seldom seek this role. He is highly oriented to respect and accept authority. Consequently, he has the attitude that "If they think I can take charge they will ask me - they are a better judge of this than I am".

Table XIV

Social Adaptability Level - extent to which the individual can fit into and adapt comfortably to new and strange environments, change habits, rituals, procedures, etc. Social versatility.

Very Low Low Average High Very High

25X1A9a

				X ¹
			X	
		X ²		
		X ³		
		X ²		
			X	
X ⁴				
			X	
			X	

1. Although he has unusual potential ability for social adaptation, he resists exploiting and developing it. Basically, however, he has more social versatility than any of this group.
2. Although these two have low social adaptability and/or versatility in a general sense, they are capable of making a good social adjustment in a group that fits their interests and is congenial. However, they become quite upset in unfamiliar situations where they have to meet new people, particularly people outside their vocational interests.
3. Fits in apparently well in most any group, but actually is not really involved with any. However, he is the same in every situation. Makes little effort to adapt or change his social patterns.

4. Needs strong group support. Finds it very difficult to adapt to any type of new situation. He can become quite aggressive and almost obnoxious in early stages of adaptation to a new group or situation.

GENERAL RANKINGS I

General Suitability - the extent the individual is suited for continuation in the program assuming the program is continued more or less unchanged but with a reduced complement.

25X1A9a

Group I*

Group II

Group III

Group I are men who are unusually well suited for precision type work in which there are well defined procedures, regulations and rules. They are all self-sufficient, independent men who can respect authority, follow directions in detail and show no evidence of unusual psychological instability.

Group II are men who are well suited for precision type work and are well disciplined in learning and following defined procedures, regulations and rules. They are independent men who respect authority. They show no signs of unusual psychological instabilities within this group, they are the ones who have the most intensity and operate more under tension. Consequently, their age and length of service in this program will have more effect on their productivity and competence.

Group III, while obviously competent by our test standards and essentially psychologically stable, are the least suitable in this group. They require more praise, reassurance and support than the others. The quality of their technical competence is more influenced by their moods, attitudes and personal associations than the others.

GENERAL RANKINGS II

Susceptibility to Interrogation Manipulation and Control - their ability to learn techniques or resistance and their ability to apply what they have learned when necessary.

25X1A9a

Group I -

Group II

Group III

Group IV

Group I - These men will be almost exactly as good as the training they receive. They need detailed instructions, authoritatively given. They will be less effective if they are expected to improvise and devise their own strategies.

Group II - These men will respond very well to training. However, they will appear to "catch on" quicker than they do in fact. They are also inclined to think they can do better in improvising and devising their own strategies than is realistic. They will be effective resisters if carefully briefed.

Group III - The will to resist is more important with these men than the others. They will respond adequately to training. However, they have more natural ability to resist if they choose and will adapt and modify their training to suit their own needs.

Group IV - The most manipulatable of the group. Will work hard on training but it will be somewhat difficult for him to apply.